

Eldorado Memorial Library Public Library District

Minutes of the Board of Trustee's Meeting: January 8, 2026

Present: Trustees – Jeff Campbell, Kacy Lapington, Audra Poore, Hailey Parker, Seth Gipson, Kara Lloyd, Taylor Barr and library director Keith Robinson

Absent: None

Call to Order: President Jeff Campbell called the meeting to order at 5:32 p.m.

Public Citizenry: None

Approval of Minutes – The minutes of the previous meeting were read and approved as presented.

Treasurer's Report – The treasurer's report was presented. There was a heating issue in the lobby and back room that was fixed by Sutton Plumbing for \$874. The Hoopla bill was the highest it has been at \$1,157.

Payment of Bills – Hailey Parker motioned to pay the bills, and Kara Lloyd seconded it. All said, "Aye" with a roll call vote.

Librarian's Report -- The Project Next Generation grant has been submitted. Keith has been applying for grants, filing the tax levy and leading performance reviews. The holiday party at Los Reyes was well attended by staff and bonuses were given. Santa Story Time had 24 attendees. Keith thinks that the bar code project will be completed by February of this year.

During the month of December, 897 books and media and 572 electronic resources were checked out. In addition, 420 items were loaned out to other libraries and our library received 425 items from other libraries. There were 6 new library card registered. The total receipt for December was \$1,143.86.

Unfinished Business -- None

New Business

1. Pay State Farm Insurance Bill – There was discussion of the high cost of the Biblio-cycle's insurance. It is insured as a motorbike at \$658 a year. Keith is going to look into getting information and estimates from other insurance companies. Seth Gipson motioned to pay the State Farm Bill, and Taylor Barr seconded it. All said, "Aye" with a roll call vote.
2. Review and Approve By-Laws – Keith has been working on revising and updating the by-laws. Krystal Gulley had started this process in the summer of 2024. Keith has continued the process. Board members had access to the by-laws earlier in the week to read ahead in preparation of the board meeting. The by-laws were presented during the meeting and the board read through them together. There were a couple of minor corrections, but everything else was acceptable. Audra Poore motioned to approve the by-laws, and Seth Gipson seconded the motion. All said, "Aye" with a roll call vote.
3. Discuss and Approve EML Salary Schedule Proposal – Hailey Parker declared from the beginning of this discussion that she was worried about setting a salary schedule because of

possible inconsistencies with the money from taxes that the board can count on to budget every year. Kacy Lapington also wanted to take into consideration Illinois' higher minimum wage compared to bordering states. Keith had two handouts explaining what employees make now and the proposed salary schedule which would be based on position and longevity with the library not performance. There were comments concerning the significant increase of the assistant director's pay which according to the handout was a \$1,400 increase per year for nine years. Hailey Parker made a motion for the board to consider possible raises based on longevity of appointments and available revenue on a yearly basis in the spring. Seth Gipson seconded the motion. All said, "Aye" with a roll call vote.

4. Discuss Uses for Equalization Aid Grant Funds – This is an additional grant on top of the Per Capita Grant. The board needs to decide on what to use these funds for. Keith explained that this grant could be used like a wish list because this is money the board wasn't planning on receiving. One option is to spend that money on security for west side of the building's outdoor space. Another option is an outdoor patio area with a charging station and maybe a hedgerow planted by the ditch. Keith presented a few items such as sound proof panels for the study room, and/or tablet mounts on a table for the children's area. There were also suggestions for book displays, graphic novels, Wonderbooks and to add to the Library of Things.
5. Discuss Renewal of Online Services – Heritage Quest, Mango Languages, and Educate Station – Keith wants to update these subscriptions all at one time. Kacy Lapington made a motion to update the subscriptions as they come due, and Hailey Parker seconded the motion. All said, "Aye" with a roll call vote.
6. Other new business – Robert Kimmel is going to paint the interior of the library building in the coming weeks. His quote was \$1,200 not including the paint.

Adjournment: Kara Lloyd made a motion to adjourn, and Audra Poore seconded it. Jeff Campbell adjourned the meeting at 7:39 p.m. The next meeting will be Thursday, February 12, 2026 at 5:30 p.m.

Submitted by Kara Lloyd, Board Secretary